

HI-NEWS

NEWSLETTER

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COVER HIGHLIGHTS



Achievers Conference - Turkey 2021

Highnoon celebrated its achievers conference in the land of legends; Istanbul, Turkey in December 2021.

Know Your Leadership

- An interview with Mr. Zulfiqar Ali Zaidi, Director Human Resources & Strategic Planning.

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Achievers Conference 2021: Legends in the Land of Legends

'One who has no dreams, has no future.' Ertugrul Bey





On the meeting point of two worlds lies the land of legends, Istanbul. An ornament of the Turkish homeland and a treasure of Turkish history, Istanbul is a city of wonders. This unique city is admired for its charming nature and attractive destinations. It is also a symbol of dynamic and modern city life. Istanbul has a multicultural texture and a lively atmosphere that melts the past and present in a single pot, providing a sense of history at every step.

Highnoon celebrated its Achievers Conference in this land of legends in December 2021.

Despite the pandemic around the globe, Highnoon Laboratories rewarded its high-performing employees by taking them to Istanbul.

The tour was planned and executed in a manner that ensured the well-being and safety of all employees throughout the journey. Keeping

in view the compliance of Covid-19 precautionary measures, all participants were divided into five groups.

The conference was a grand event and a platform for achievers to cherish and celebrate their remarkable achievements.

The Chief Executive Officer of Highnoon and the Executive Management team graced the event with their presence. In this formal event of syndicated sessions, Dr Adeel Abbas, CEO, gave his views regarding the captivating conference. He admired the efforts of every individual and congratulated the team on their outstanding performance. He unveiled the theme 'Rising Highnoon' geared for another leap, the way forward of the organization towards its vision of 2025. The Chief Commercial Officer, Dr Azfar Abbas Haideri, Director Sales & Marketing, Mr Naveed Ahmad and Mr. Kamran Ikram shared their achievements of the year 2021.



They enlightened the audience regarding their perspectives, objectives, and future aspirations. They acknowledged the efforts of their respective team for taking Highnoon to new heights.

Besides the formal event, the achievers were given the opportunity for recreational activities filled with adventure and amusement. The visit to the Topkapi Palace, the Blue Mosque, the Grand Bazaar, the Hagia Sophia, and the Tomb of Abu Ayyub Ansari proved to be a wonderful and colourful addition to the team's memories.

Last but not least, the evening at Bosphorus Cruise was memorable. Cruising along the Bosphorus strait, everyone enjoyed a spectacular view of Istanbul at night and the sights along the waterway, followed by a scrumptious dinner with a diverse program of traditional entertainment depicting the local culture.

The wholesome experience was exciting, pleasurable, and rejuvenating. The three nights and four days stay will remain fresh in the memories of the team. The exciting journey was concluded with a firm determination to pace up with 'Rising Highnoon' geared for another leap with the ambition to become a 25 billion company by the end of 2025.



An Interview with: Mr Syed Zulfiqar Ali Zaidi

• How would you describe yourself?

Disciplinarian, thick skinned, eco-friendly, family man, hermit

• What was your childhood dream?

To become an F-16 pilot – Top Gun had a special place in my heart!

• What is your fear in life?

Cockroaches and other insects too large for their existence

• If you were not Director HR & Strategic Business, what you would be?

Architect | product designer | failed pianist | fiction writer are some possible alternate universe existence I can imagine

• What have you done in your life that you are most proud of?

My children are better human beings than I am...

• How do you handle work/life balance?

When I am not at work I am lost in either my hobbies or my family

• What do you think makes a successful leader?

Helping others climb the ladder of success

• Where do you see Highnoon after five years?

Boldly going where few others dare to go...

• What do you think are the essential traits we require to achieve Vision 2025?

Laser focus | Empowerment | Team Work | Operating outside our comfort zone at least 50% of the time





Mr. Syed Zulfiqar Ali Zaidi

Mr. Syed Zulfiqar Ali Zaidi has joined as Director Human Resource & Strategic Planning. He is an accomplished professional with 25+ years of experience predominantly in HR with secondary stints in banking and sales. He has extensive experience in planning and executing HR strategy and digitalization.



Mr. Ali Ahmed Sarwar

Mr. Ali Ahmed Sarwar has joined as Chief Information Officer. He is an accomplished professional with 18 years of diverse experience in managing the complete technology landscape. He has a successful track record of completing and executing re-engineering programs in the technology sector.



Mr. Imran Zaheer

Mr. Imran Zaheer has joined as Head of Compensation, Benefits, Digitalization & Analytics. He brings with him over 17 years of diversified experience in telecom, customer care, IT DWH, and human resource.



Mr. Muhammad Ehtisham Khan

Mr. Muhammad Ehtisham Khan has joined as Head of Organizational Change. He brings 16 years of experience in OD, succession planning, performance management and employer branding.



Drawing Competition

Mindfulness and commitment are the keys to implementing a safety culture in a facility. The EHS drawing contest is also one of the steps by the EHS team with the approval of management to spread awareness and develop a safety culture in Highnoon Laboratories. The drawing contest consisted of five topics: Personal Protective Equipment, Safety While Bike Riding, Safe Work Practices, Importance of Vaccination, and Medical Emergency.

The participants of the contest were plant employees and their children with the age groups of 6-12, 12-15, and 15-20 years. Children and employees' participation was amazing. Their enthusiasm, interest, and skills were commendable. A total of ten employees and 85 children participated in this contest. An exhibition was held to showcase all the drawings, and the audience voted for all categories. Out of all the participants, twelve positions were finalized in each age group, decided by the jury and public vote.

EHS Officer, HR Manager, and L&D Manager organized and managed a certificate distribution ceremony which was hosted by EHS manager. The winning children and employees described their ideas and thoughts in the presence of the COO, Group DQO, and Head of Production.

All the winners received cash prizes and certificates as a token of appreciation. Their happiness of achievement was remarkable. The activity and the event were endorsed and appreciated by the employees and management. The drawings are displayed in the facility to spread awareness under the idea of Safety First, Safety Must.



Drawing Competition Winner



Submitted By
Masha Sarwar



Emergency Management System – Training Exercise

Fire can destroy everything in no time. Every year, companies and government pay tremendous cost in terms of property and resource damage caused by industrial fires and explosions. Not mentioning the loss of human lives. With the fire explosion, there are several other risks involved like medical emergencies and life threats etc.

Under the umbrella of EHS, fire-fighting training, basic lifesaving training, and first-aid training are conducted periodically. A biannual session of the nominated staff was conducted by 1122 with the coordination of EHS and L&D Department. Also, the drills for fire system are planned for yearly basis. An unannounced, uninformed mock fire drill was performed on 10-02-2022 for the evaluation of behaviours and responsiveness of the employees. The major GAP is the commitment and behaviour towards emergency and safety. For that the role-based trainings and more frequent drills relevant to specific disasters would be arranged. Hence, the steps are planned, and team is committed and well equipped and aimed to promote the safety culture in HNL. Safety is not the job of an individual it's the responsibility of everyone, so play your part and add the value in the system for yourself and others too.

Online 2D Barcoding of Cartons on Liquid Line

'Innovation is the way to win'

Highnoon always steps forward to ensure compliance and efficiency enhancement. Online barcoding with the liquid packing has not only reduced the cost and time required for isolated operation but also increased the quality standards of the products.

This type of upgrades to the manufacturing facility are the key steps for the continuous improvement approach of the organization.



Leaders' Qualities to Strive in 2022

When we work together as a team or, in a broader sense, as a society, the leader takes on the most important role. Leaders help prioritize activities and direct people's thought processes in the right direction. They are the ones who can bring the group together as a whole. Because of this, not anyone can be a leader. Only people with certain qualities and abilities can fill this role. So what makes a good leader? There are defined paths and specific characteristics that make someone a good leader.

Following are few characteristics for a leader to strive in 2022:

Focus

Time is your most important resource. When you allow yourself to be distracted all the time and don't have a clear, singular goal, you'll waste a lot of precious time. When you understand what you really want, you can accomplish anything with clear objective in your mind. It's not quite as easy as it sounds, but when managed properly, focus can catapult your life and career you up to the next level.

Keep your focus now and into the next year. Pay attention to existing goals and commit to the execution.



Communication

Highnoon always step forward to ensure compliance and efficiency enhancement. It is better for leaders to communicate more information with their team members, often in certain and uncertain times alike. Share with your team what your expectations and plans are and communicate actionable strategies.

Leaders shouldn't do all the talking, either. Encourage feedback and engagement across the team. Be open-minded and thoughtful to their feedback. Recognize practical opportunities and remain positive to further engage with and be responsive to team members.



Kindness

Kindness allows leaders to lead with an open heart and mind. Leaders are better able to recognize the value of each team member. Kindness is an ongoing practice. The more leaders actively practise kindness, the more others will notice and be inspired to adopt similar behaviour.

Research has shown that being nice is associated with better friendships, stronger family relationships, and increased professional success. Kind acts boost happiness and life satisfaction which lead to workplace success.



Grit

Grit is that extra something that separates the most successful people from the rest. It is the passion, perseverance, and resilience that you must channel in order to stick with your dreams until they become a reality.

It allows you to develop a growth mindset. Leaders who struggle are also growing as they work through various situations and circumstances. Gradually, they develop mental toughness and courage. This grit begins to show through a leader's personality. They will try again and do something better than before. They will keep going even though the task at hand is difficult to achieve. They will continue to hold their heads high, do their best, and be their best.

Not everything in life goes exactly the way we think it will. The key to success in life is how you react when things don't go your way. Sometimes bumps in the road are disguised as gains. If we stay **focused, communicate** with one another, treat one another with **kindness**, and maintain the **grit** to keep moving forward, we will break boundaries and explore new horizons.



Highnoon Values

Our Core-Values



- Reliability
- Integrity
- Customer Focus
- Compassion
- Courage
- Perseverance

Our Aspiration-Values



- Innovation
- Passion

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We would welcome your submission of interesting article, poetry, travel experience, tips for healthier life style for publication in HINEWS.

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